

NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*Third Regular Session* )

24 JUL 23 A10 :01

SENATE

S. No. 2738

RECEIVED BY: 

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Introduced by Senator Manuel "Lito" M. Lapid

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**AN ACT**  
**PROVIDING FOR COMPRESSED WORKING HOURS ARRANGEMENT IN THE**  
**PRIVATE SECTOR AND FOR OTHER PURPOSES, THEREBY AMENDING**  
**ARTICLE 83, 85 AND 87 OF PRESIDENTIAL DECREE FOUR HUNDRED**  
**FORTY-TWO (PD NO. 442), AS AMENDED, OTHERWISE KNOWN AS THE**  
**LABOR CODE OF THE PHILIPPINES**

**EXPLANATORY NOTE**

The Constitution, Art. II, Sec. 18 provides that "[t]he State affirms labor as a primary social economic force. It shall protect the rights of workers and promote their welfare."

The modern workforce has evolved significantly, with employees seeking more flexible work arrangements that balance professional and personal lives. In response to this shift and the growing need for more adaptable labor policies, this proposed measure aims to institutionalize compressed workweek arrangements in the Philippines.

The bill allows employers, in consultation with employees, to implement a compressed workweek arrangement. This means employees will work the same total number of hours per week, but over fewer days. For instance, instead of the traditional five-day workweek, employees may work four days with extended daily hours.

A compressed workweek leads to an extended weekly rest period. An extended rest period of three days provides employees with ample time to recover from the demands of the workweek. This promotes better mental and physical health, leading to increased productivity and reduced absenteeism.

Employees will benefit from having more consecutive days off, allowing them to spend quality time with their families. This strengthens familial bonds and enhances overall well-being. Additionally, it provides more opportunities for personal activities such as education, hobbies, and leisure, contributing to a more balanced and fulfilling life.

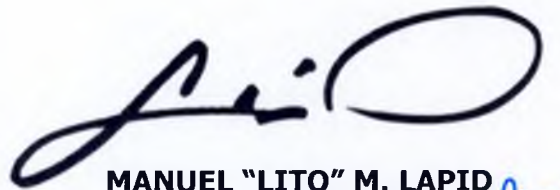
The additional day off each week can be used for educational pursuits or professional development. Employees can enroll in courses, attend workshops, or engage in self-study to enhance their skills and qualifications, leading to career advancement and personal growth.

If they so decide, employees can also make use of the compressed workweek to take on part-time jobs or freelance work. This additional source of income can help employees meet financial needs, invest in future endeavors, or save for unforeseen circumstances.

As additional benefit to our community, with fewer days required to commute to work, the overall burden on the transportation system is significantly reduced. This can lead to decreased traffic congestion, lower transportation costs for employees, and reduced environmental impact due to fewer vehicle emissions.

The proposed Senate measure on compressed workweek arrangements aligns with the global trend towards more flexible working conditions. It recognizes the importance of work-life balance and seeks to enhance the overall quality of life for Filipino workers. By providing extended rest periods, reducing transportation burdens, and offering more time for personal and professional pursuits, this bill aims to create a more productive, satisfied, and resilient workforce. The adoption of such progressive labor policies will ultimately contribute to the nation's economic growth and social development.

In view of the foregoing, the passage of this bill is earnestly sought.

A large, stylized handwritten signature in black ink, appearing to read 'Lito'.

**MANUEL "LITO" M. LAPID**

Senator

A small, stylized blue handwritten mark or signature.

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*Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*

1           SECTION 1. Article 83 of Presidential Decree No. 442, otherwise known as the  
2 Labor Code of the Philippines is hereby further amended by adding the following  
3 paragraph to read as follows:

4           "Article 83. *Normal Hours of Work* - xxx

5           "xxx

6           "HOWEVER, THE WORKWEEK OF EMPLOYEES MAY BE  
7 COMPRESSED BY EXTENDING THEIR NORMAL DAILY WORKING  
8 HOURS WHICH SHALL IN NO CASE EXCEED TEN (10) HOURS A  
9 DAY, SUBJECT TO SUCH CONDITIONS AS MAY BE DETERMINED  
10 BY THE SECRETARY OF LABOR AND EMPLOYMENT IN  
11 REGULATIONS FOR THE PROTECTION OF THE WELL-BEING OF  
12 THE EMPLOYEES."



1           SEC. 2. Article 85 of the same Code is likewise amended by adding a new  
2 paragraph to read as follows:

3                   "Article 85. *Meal Periods* - xxx

4                   "IN CASE THE MEAL PERIOD IS LESS THAN SIXTY (60) MINUTES  
5                   AND CONSENTED TO BY THE EMPLOYEE, IT SHALL BE DEEMED  
6                   PART OF THE WORKING HOURS IN A DAY."

7           SEC. 3. Article 87 of the same Code is likewise amended by inserting a new  
8 paragraph to read as follows:

9                   "Article 87. *Overtime Work*. - xxx

10                  "IN CASE OF VALID COMPRESSED WORKWEEK AS PROVIDED  
11                  HEREIN, THE OVERTIME PAY SHALL BE PAID FOR WORK IN  
12                  EXCESS OF THE PREDETERMINED DAILY WORK HOURS, AS  
13                  PROVIDED IN THE LAST PARAGRAPH OF ARTICLE 83 OF THIS  
14                  CODE, AS AMENDED."

15           SEC. 4. *Implementing Rules and Regulations*. - The Department of Labor and  
16 Employment (DOLE) shall promulgate the implementing rules and regulations to carry  
17 out the provisions of this Act within ninety (90) days from its effectivity.

18           SEC. 5. *Separability Clause*. - If any part or provision of this Act is declared  
19 invalid or unconstitutional, the other parts not affected thereby shall remain valid.

20           SEC. 6. *Repealing Clause*. - All laws, decrees, executive orders, issuances, or  
21 rules and regulations, or portions thereof, that are Inconsistent with this Act or any  
22 provision or provisions, thereof are repealed or modified accordingly.

23           SEC. 7. *Effectivity*. - This Act shall take effect fifteen (15) days after its  
24 publication in two (2) newspapers of general circulation.

25           *Approved,*